



## CITY OF MINNEAPOLIS

# Equity and Inclusion Program Coordinator Position Profile

### THE PROGRAM



One of Minneapolis' core values is equity; we strive for fair and just opportunities and outcomes for all people. To make this value a reality, the City of Minneapolis is hiring a brand new Equity and Inclusion Program Coordinator, dedicated to leading racial and place-based equity initiatives in our city. In its 2015 budget, the mayor and Minneapolis City Council created two new positions—a manager and program coordinator—to work both within the City enterprise and the community as they shape the future of our growing, diverse city.

### THE POSITION



Public service is honorable work, and the Equity and Inclusion Program Coordinator will make a real difference in the lives of Minneapolis residents, business owners, workers and visitors. City leaders will look to you to guide us toward equitable outcomes through: developing and implementing enterprise and community plans related to eliminating disparities, coordinating the City's equity work around a common vision, engaging the community and internal and external stakeholders in innovative and significant ways, developing meaningful measures of progress and representing Minneapolis' equity and inclusion efforts in regional, state and national conversations.

### THE CITY



Grow your career with a growing and vibrant world-class city that prides itself on being clean, green, diverse and active. What sets Minneapolis apart?

- We have a robust and diverse economy, with industry and businesses of all kinds.
- We are in the top five creatively vital cities in the country.
- We're a racially diverse city, home to large immigrant and native communities.
- We are an inclusive city, with a strong LGBT scene.
- We're known as one of the most bicycle-friendly cities.
- We love the arts: Minneapolis is the fifth most creatively vital metropolitan area in the country.
- We have one of the premier park systems in the country, with 170 parks covering more than 6,700 acres of land and water.
- We have 22 lakes, giving us the nickname "The City of Lakes."

*Creative, collaborative, courageous people shaping the future of Minneapolis.*

## REQUIREMENTS



The ideal candidate for this position is an engaging, results-driven leader who has a proven background eliminating racial and place-based disparities.

- A bachelor's degree in a related field or equivalent.
- Five years of experience in a position performing related duties.
- Demonstrated leadership skills, conflict management skills and interpersonal skills.
- Developed understanding of racial and place-based inequities and related current dialogue.
- Ability to thoughtfully communicate with and respectfully engage diverse stakeholders.
- Knowledge of effective community engagement techniques.
- Knowledge of and ability to impact transformational change in complex organizations.
- Ability to understand policy and management implications of program issues and make recommendations.
- Excellent oral and written communication skills, as well as presentation skills.

## COMPENSATION

This position offers a competitive salary ranging from \$61,512-\$84,403 and is based on previous experience. The benefits package includes medical and dental coverage, a health and wellness program, health reimbursement accounts, flexible spending accounts, pension plans and deferred compensation retirement savings, vacation and sick leave, and 11 paid holidays.

---

## TO APPLY

Applications must be received by March 25, 2015. Visit [www.ci.minneapolis.mn.us/jobs](http://www.ci.minneapolis.mn.us/jobs) and look under "Current Job Openings" to learn more and to apply.



*Creative, collaborative, courageous people shaping the future of Minneapolis.*